

EXHIBIT A

EEOC's Proposed Exhibit 3

EEOC designates the following excerpt of Mr. Ayres' audio-taped interview with EEOC Investigator James Norris:

- JN Mr. Kuehnle allege that a few weeks prior to his discharge you had a conversation with him regarding his age and being to old in the position. What's your response to that?
- HA I known for Mr. Kuehnle (inaudible) age, I didn't have to ask him how old he was... I know how old he is....he is completely (inaudible)... and I ... this is not about age.
- CH I think you should also say whether or not you had a conversation with that?
- HA I don't remember

June 15, 2001 Audio Tape Transcript, page 4, lines 23 - 29.

B. Deposition Testimony To Be Offered In Defendant's Case-In-Chief

Deposition of W. Howard Ayres:

PAGE	LINE		PAGE	LINE
P. 32	L. 17	—	P. 34	L. 20
P. 38	L. 5	—	P. 39	L. 2
P. 49	L. 5	—	P. 56	L. 11
P. 73	L. 5	—	P. 81	L. 13
P. 85	L. 20	—	P. 90	L. 2
P. 94	L. 17	—	P. 96	L. 8
P. 110	L. 7	—	P. 124	L. 21
P. 130	L. 4	—	P. 130	L. 8
P. 133	L. 19	—	P. 134	L. 15
P. 136	L. 13	—	P. 137	L. 15
P. 138	L. 11	—	P. 139	L. 9
P. 149	L. 17	—	P. 151	L. 4
P. 153	L. 21	—	P. 154	L. 19
P. 168	L. 1	—	P. 171	L. 9
P. 174	L. 20	—	P. 199	L. 15
P. 205	L. 3	—	P. 230	L. 18
P. 234	L. 6	—	P. 241	L. 2